Track 1 Probationary/ Novice

AR-TESS

Teacher Tracks

Track 3

Track 2 Interim Teacher Appraisal Process

Year 3: SUMMATIVE EVALUATION

- FORMAL OBSERVATION –Pre and Post Conference
- ➤ INFORMAL OBSERVATIONS may focus on PGP growth components
- COLLABORATIVE PGP review and/or revise
- ➤ SUMMATIVE EVALUATION MEETING summative rating results over all components

Intensive Support Status

2A: SUMMATIVE EVALUATION

- > FORMAL OBSERVATION –Pre and Post Conference
- > INFORMAL OBSERVATIONS may focus on PGP growth components
- COLLABORATIVE PGP review and/or revise
- > SUMMATIVE EVALUATION MEETING summative rating results over all components

Year 2: SUMMATIVE EVALUATION

- ➤ FORMAL OBSERVATION –Pre and Post Conference
- > INFORMAL OBSERVATIONS may focus on PGP growth components
- COLLABORATIVE PGP review and/or revise
- SUMMATIVE EVALUATION MEETING summative rating results over all components

SUMMATIVE EVALUATION

- COLLABORATIVE INTENSIVE PGP – review and/or revise often
- MULTIPLE INFORMAL AND FORMAL OBSERVATIONS
- FREQUENT TEACHER & EVALUATOR CONFERENCES
- ✓ Note: Teacher may remain in this track for two semesters; and two additional semesters may be added if improvement is observed.

Student growth will be a component of the educator's overall rating. Student growth data will be available after the performance rating is

established each year, in both summative and interim appraisal tracks.

2B2: INTERIM APPRAISAL

- > INFORMAL OBSERVATIONS focus on PGP growth components
- ➤ COLLABORATIVE PGP review and/or revise
- END OF YEAR REVIEW Professional Growth Plan and performance rating results based on PGP goals

Year 1: SUMMATIVE EVALUATION

- ➤ FORMAL OBSERVATION –Pre and Post Conference
- ➤ INFORMAL OBSERVATIONS may focus on PGP growth components
- > COLLABORATIVE PGP Develop PGP
- SUMMATIVE EVALUATION MEETING summative rating results over all components

2B1: INTERIM APPRAISAL

- INFORMAL OBSERVATIONS focus on PGP growth components
- COLLABORATIVE PGP review and/or revise
- END OF YEAR REVIEW Professional Growth Plan and performance rating results based on PGP goals

Note:

- 1) A first year teacher is both a novice and probationary teacher.
- 2)"Probationary teacher" is a teacher who has not completed three (3) successive years of employment in the district of current employment. A teacher employed in a school district in Arkansas for three (3) years will complete the probationary period.
- 3) An employing school district may, by a majority vote of its directors, provide for one (1) additional year of probationary status.
- 4) District Policy is required to place all new employees incoming to the district from another district /state on a one-year probationary status.